DOCUMENT RESUME

ED 417 654 HE 031 107

AUTHOR	Gregory, Sheila T.
TITLE	Black Women in the Academy: The Secrets to Success and Achievement.
ISBN	ISBN-0-8191-9965-6
PUB DATE	1995-00-00
NOTE	163p.
AVAILABLE FROM	University Press of America, Inc., 4720 Boston Way, Lanham, MD 20706 (paper: ISBN-0-8191-9965-6, $24; cloth: ISBN-0-8191-9890-0).
PUB TYPE	Books (010) -- Reports - Research (143)
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	Black Achievement; Black Employment; Black Family; Black Leadership; *Black Teachers; Career Choice; *College Faculty; Community Influence; Doctoral Degrees; *Faculty Promotion; Females; High Achievement; Higher Education; Job Satisfaction; *Professional Development; Sex Role; Success; *Teacher Persistence; Tenure; *Women Faculty

ABSTRACT

This book presents selected historical data focusing on three aspects in the lives of Black women: resilience of Black women and their families; strengths of the Black church and community; and formidable gains made by Black women in the workforce. The status and achievements of Black women professors and scholars in the academy are reviewed, with attention to: important studies of the academic labor market over the past four decades; literature on academic mobility; the rise of intellectualism among Black women; rites of passage; and the choice patterns made regarding career and family. Discussion of a theoretical framework covers economic, psychosocial, and job satisfaction issues. A literature review considers the influence of the following eight factors: salary, tenure status, institutional type, intention to leave, marital status, number of dependents, support systems, and external barriers. Patterns identified in the present study are compared to similar studies of Black women Ph.D.s in 1981 and 1988. Research outcomes include a decision model of career mobility and information on common barriers to success and achievement. Recommendations are offered regarding tenure and promotion, career advancement, and creating opportunities for success. (Contains approximately 550 references). (SW)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

THIS
DOCUMENT
NOT
AVAILABLE
FROM

EDRS